DYNAMICS OF LABOUR ADJUSTMENT IN BRITISH COLUMBIA

Prepared by

Planning and Statistics Division,

Ministry of Finance and Corporate Relations

1991

Report of the

British Columbia Task Force

on Employment & Training

Technical Papers

93-01286/

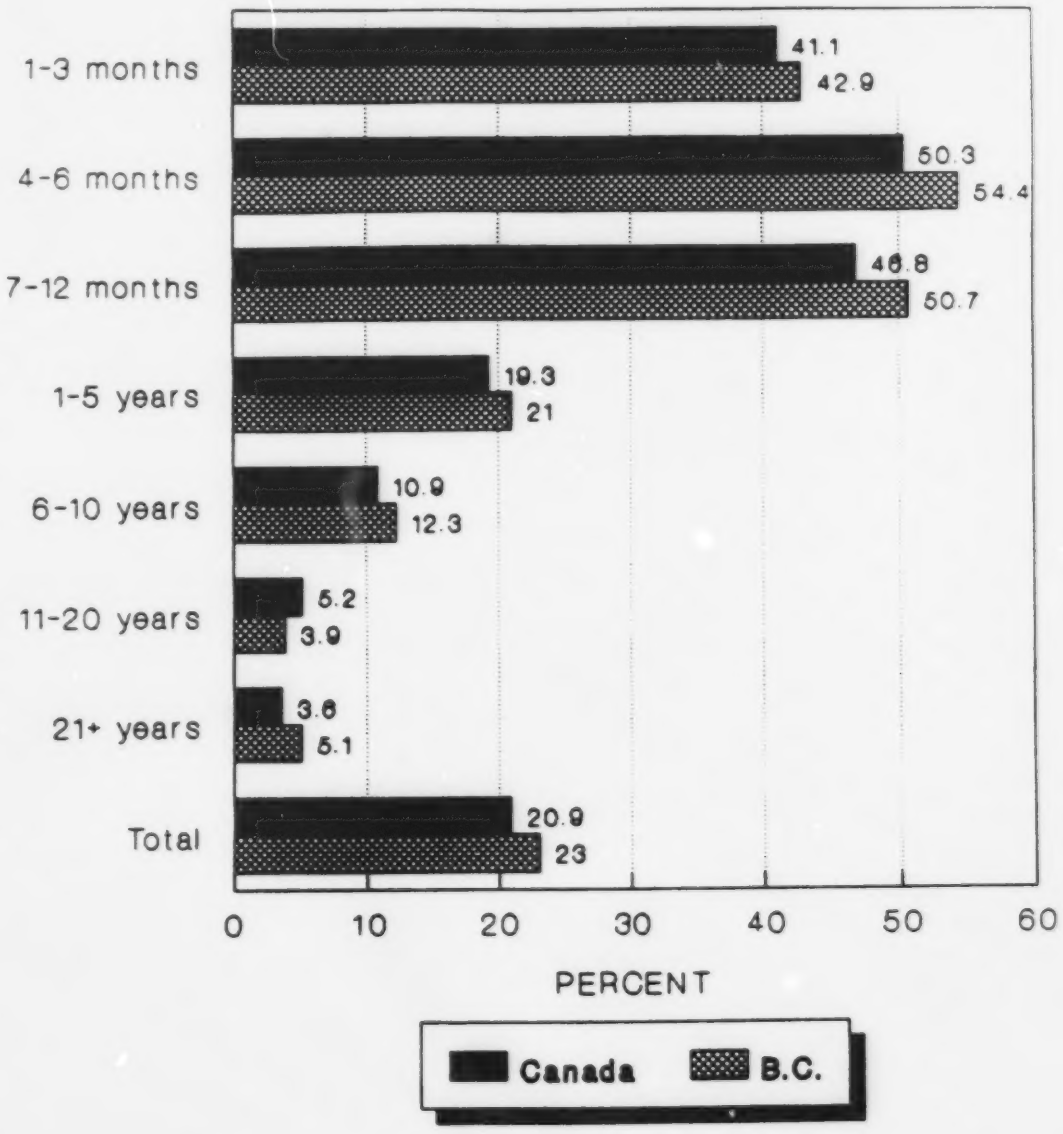
Dynamics of Labour Market Adjustment in British Columbia

In August, 1989, the Canadian Labour Market and Productivity Centre published a report called "The Dynamics of Labour Market Adjustment in Canada", as part of its Business in Brief publication series. That report was based on an analysis of the microdata of the 1986 Statistics Canada Labour Market Activity Survey.

The Task Force on Employment and Training asked the Planning and Statistics Division of the Ministry of Finance and Corporate Relations to generate charts and tables for British Columbia from this information. The charts and tables in this paper compare survey results for British Columbia respondents with those for Canada as a whole. Readers interested in the analysis presented with the original report are referred to, "The Dynamics of Labour Market Adjustment in Canada," Business in Brief, Issue #3, August, 1989, Canadian Labour Market and Productivity Centre.

Chart 1

Turnover Rate by Job Tenure



Ministry of Finance
Planning & Statistics Div
From LMA Survey, 1986

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143  0  SELECT IF (PROVINCE = 59)
144  0  CROSSTABS TABLES=TTENURE BY TURNOVER
145  0  OPTIONS 3
146  0
```

CROSSTABULATION OF TTENURE BY TURNOVER

TTENURE	COUNT / ROW PCT	TURNOVER .001	TURNOVER 1.001	ROW TOTAL
1.00		44372	33272	77644
		57.1	42.9	6.3
2.00		47874	57190	105064
		45.6	54.4	8.5
3.00		65343	67079	132422
		49.3	50.7	10.7
4.00		1319635	84841	404476
		79.0	21.0	32.6
5.00		1230441	32218	262658
		87.7	12.3	21.2
6.00		181873	7341	189214
		96.1	3.9	15.2
7.00		66245	3545	69791
		94.9	5.1	5.6
COLUMN TOTAL		955783	285486	1241269
		77.0	23.0	100.0

CHART 1

BRITISH COLUMBIA

```
142  0  CROSSTABS TABLES=TTENURE BY TURNOVER
143  0  OPTIONS 3
144  0
```

CROSSTABULATION OF TTENURE BY TURNOVER

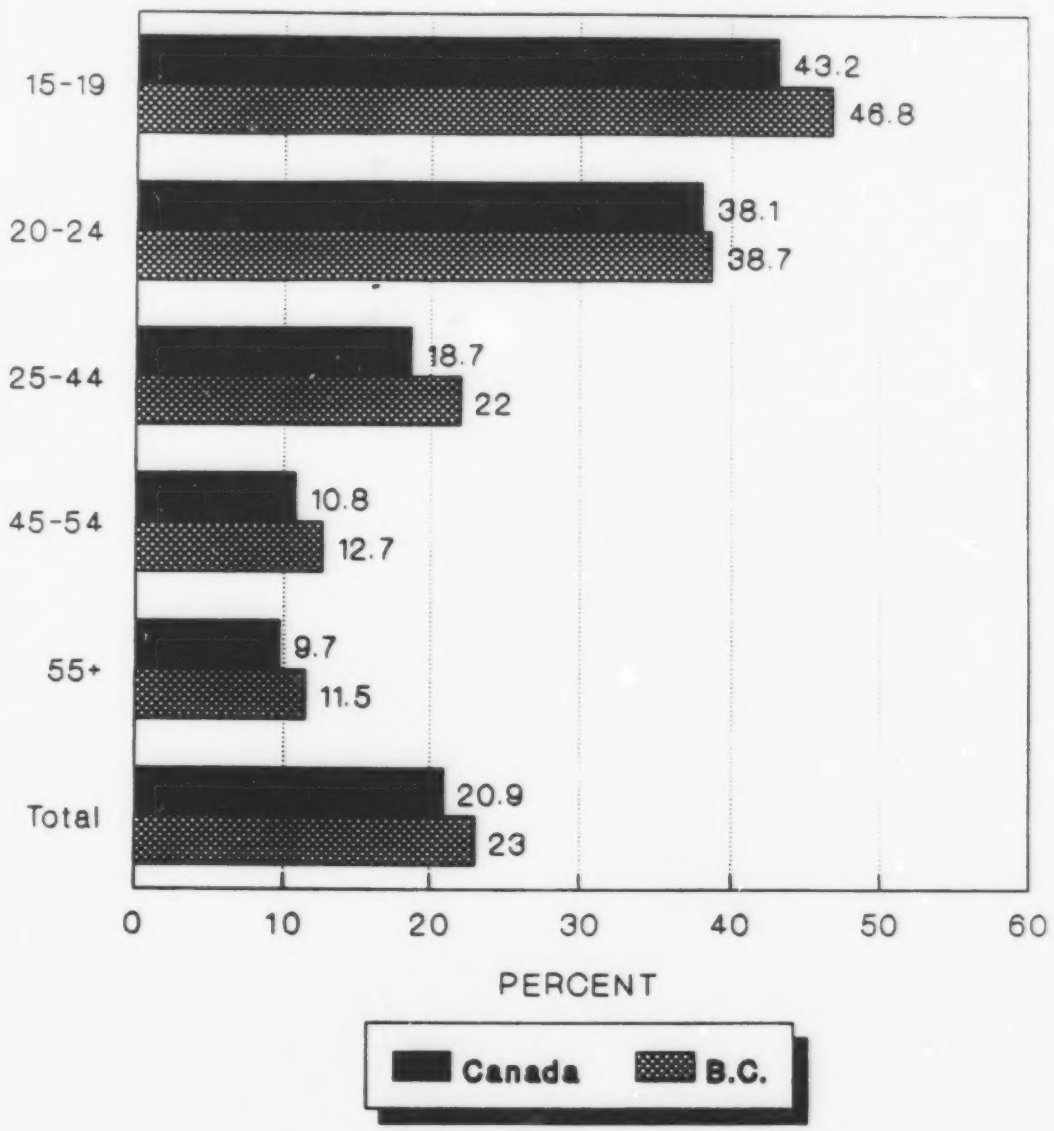
TTENURE	COUNT / ROW PCT	TURNOVER .00 (NO TURNOVER)	TURNOVER 1.00 (TURNOVER)	ROW TOTAL
1.00		400653	279720	680373
		58.9	41.1	5.9
2.00		467735	473910	941645
		49.7	50.3	8.2
3.00		641897	563731	1205628
		53.2	46.8	10.5
4.00		2981242	713270	3694512
		80.7	19.3	32.3
5.00		1899812	231859	2131671
		89.1	10.9	18.6
6.00		1850341	101797	1952138
		94.8	5.2	17.0
7.00		819349	30234	849583
		96.4	3.6	7.4
COLUMN TOTAL		9061028	2394521	11455549
		79.1	20.9	100.0

CHART 1

CANADA

Chart 2

Turnover Rate by Age



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142  0  SELECT IF (PROVINCE EQ 59)
143  0  CROSSTABS TABLES=AGE BY TURNOVER
144  0  OPTIONS 3
145  0
```

CROSSTABULATION OF AGE BY TURNOVER — PAGE 1 OF 1

AGE	COUNT / ROW PCT	TURNOVER .001	TURNOVER 1.001	ROW TOTAL
16-19	1	29555	25995	55550
		53.2	46.8	4.5
20-24	2	110734	69830	180564
		61.3	38.7	14.5
25-44	3	533161	150301	683462
		78.0	22.0	55.1
45-54	4	169424	24746	194170
		87.3	12.7	15.6
55+	5	112910	14614	127524
		88.5	11.5	10.3
	COLUMN TOTAL	955783	285486	1241269
		77.0	23.0	100.0

NUMBER OF MISSING OBSERVATIONS = 0

CHART 2

BRITISH COLUMBIA

```
134  0  CROSSTABS TABLES=AGE BY TURNOVER
135  0  OPTIONS 3
136  0
```

CHART 2

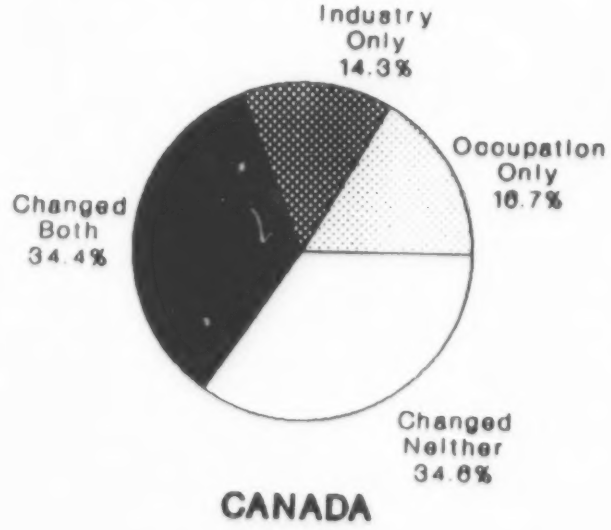
CANADA

AGE — CROSSTABULATION OF AGE BY TURNOVER — PAGE 1 OF 1

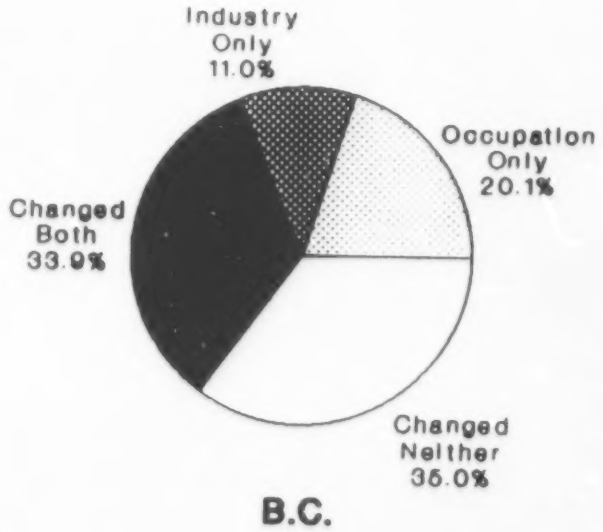
AGE	COUNT / ROW PCT	TURNOVER: NO TURNOVER (.00)	TURNOVER: TURNOVER (1.00)	ROW TOTAL
16-19	1	287432	218725	506157
		56.8	43.2	4.4
20-24	2	******	709517	1863911
		61.9	38.1	16.3
25-44	3	******	1175799	6284097
		81.3	18.7	54.9
45-54	4	******	181770	1682639
		89.2	10.8	14.7
55+	5	******	108711	1118744
		90.3	9.7	9.8
	COLUMN TOTAL	9061028	2394521	11455549
		79.1	20.9	100.0

Chart 3

Occupational/Industrial Mobility



CANADA



B.C.

Ministry of Finance
Planning & Statistics Division
From LMA Survey, 1986

30-Apr-90 READ LMAS PERSON FILE
10:54:22 University of Victoria IBM 3090-150S OS/VS1

MOBILE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1.00	71249	35.0	35.0	35.0
	2.00	40881	20.1	20.1	55.1
	3.00	22408	11.0	11.0	66.1
	4.00	68995	33.9	33.9	100.0
	TOTAL	203534	100.0	100.0	

VALID CASES 203534 MISSING CASES 0

CHART 3

BRITISH COLUMBIA

30-Apr-90 READ LMAS PERSON FILE
10:54:06 University of Victoria IBM 3090-150S OS/VS1

MOBILE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1.00	626883	34.6	34.6	34.6
	2.00	303479	16.7	16.7	51.3
	3.00	260258	14.3	14.3	65.6
	4.00	623159	34.4	34.4	100.0
	TOTAL	1813778	100.0	100.0	

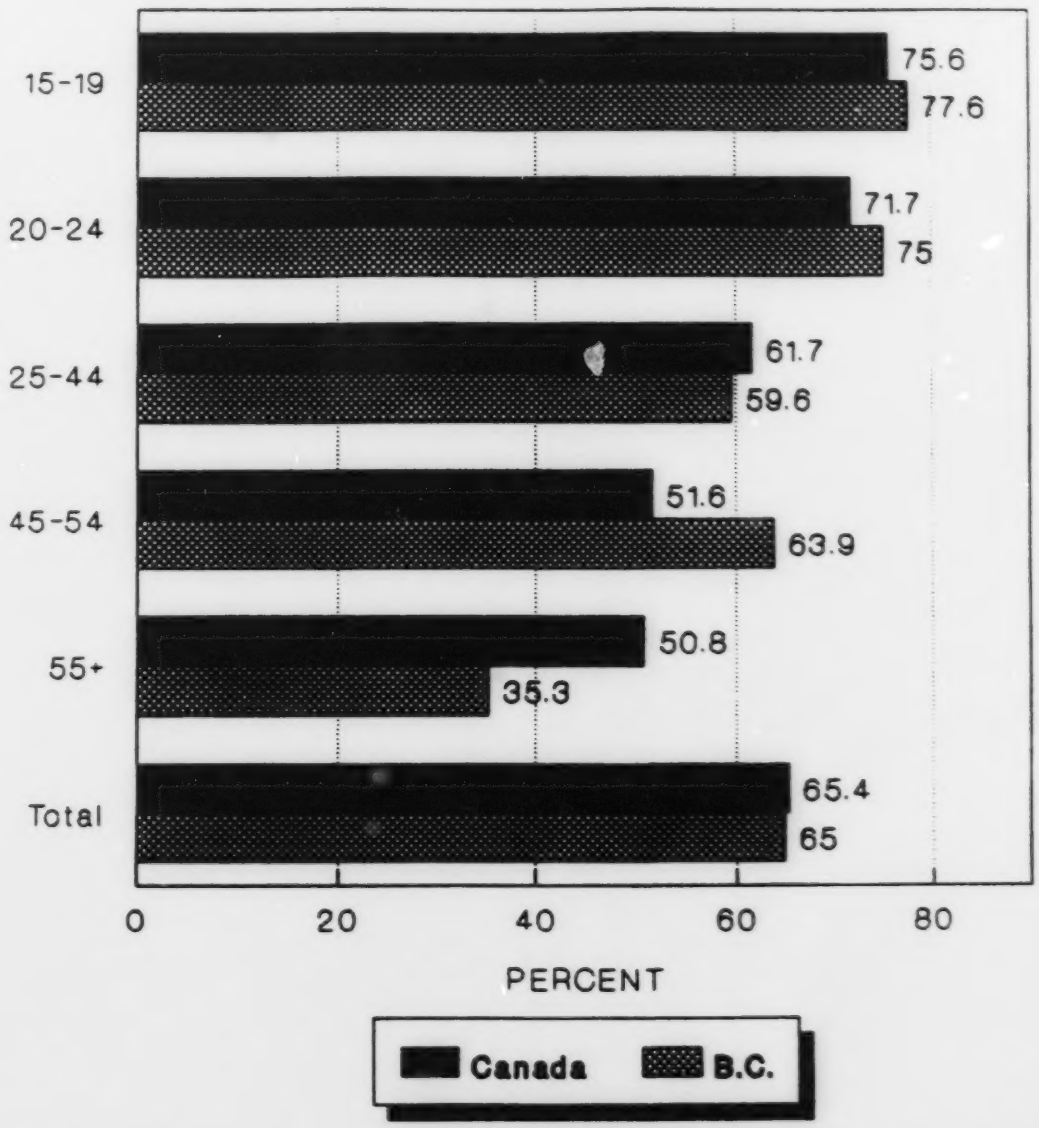
VALID CASES 1813778 MISSING CASES 0

CHART 3

CANADA

Chart 4

Occupational/Industrial Mobility by Age



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Planning & Statistics Division
From LMA Survey, 1986

CROSSTABULATION OF AGE BY MOBILE

AGE	COUNT / ROW PCT	MOBILE: NOT MOBILE	MOBILE: .001	MOBILE: 1.001	ROW TOTAL
16-19	1	5012	17370		22382
		22.4	77.6		11.0
20-24	2	13614	40770		54384
		25.0	75.0		26.7
25-44	3	41190	60859		102049
		40.4	59.6		50.1
45-54	4	5761	10187		15947
		36.1	63.9		7.8
55+	5	5673	3099		8772
		64.7	35.3		4.3
	COLUMN TOTAL	71249	132285		203534
		35.0	65.0		100.0

NUMBER OF MISSING OBSERVATIONS = 0

CHART 4

BRITISH COLUMBIA

AGE — CROSSTABULATION OF AGE BY MOBILE

AGE		MOBILE: NOT MOBILE	MOBILE: MOBILE .001	MOBILE: MOBILE 1.001	ROW TOTAL
16-19	1	44599	137899	182497	
	ROW PCT	24.4	75.6		10.1
20-24	2	166834	422816	589650	
	ROW PCT	28.3	71.7		32.5
25-44	3	337648	544067	881715	
	ROW PCT	38.3	61.7		48.6
45-54	4	55280	58869	114149	
	ROW PCT	48.4	51.6		6.3
55+	5	22521	23246	45767	
	ROW PCT	49.2	50.8		2.5
	COLUMN TOTAL	626883 34.6	****** 65.4	****** 100.0	

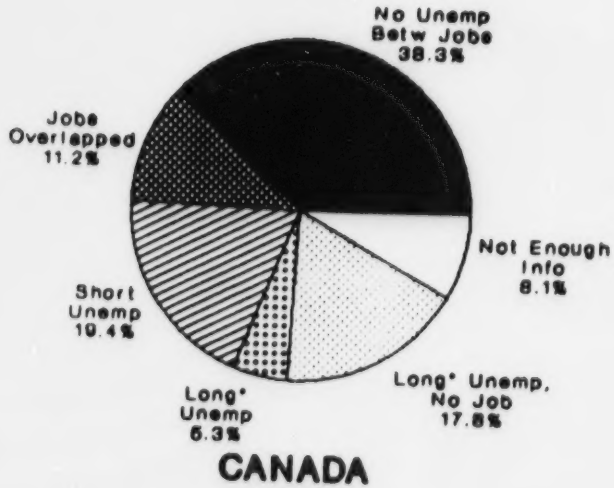
NUMBER OF MISSING OBSERVATIONS = 0

CHART 4

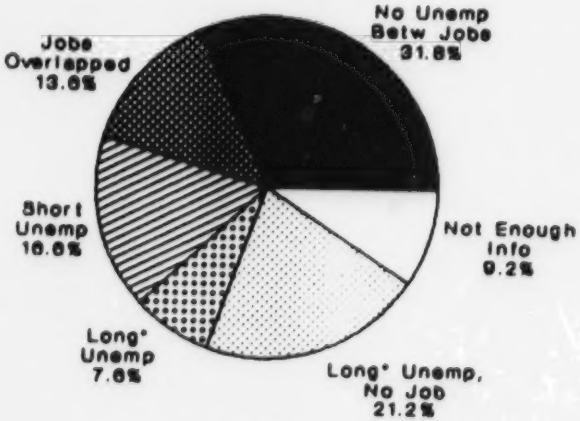
CANADA

Chart 5A

Speed of Finding Second Job



CANADA



B.C.

* Long unemployment defined as 13+ weeks

M. of Finance, Planning & Statistics Div
From LMA Survey, 1980

03-May-90 READ LMAS PERSON FILE
14:52:20 University of Victoria IBM 3090-150S OS/VS1

SPEED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
NO UNEMP	1.00	93388	31.8	31.8	31.8
OVERLAP	2.00	39921	13.6	13.6	45.3
SHORT UNEMP	3.00	48869	16.6	16.6	61.9
LONG UNEMP	4.00	22486	7.6	7.6	69.6
NO 2ND JOB	5.00	62262	21.2	21.2	90.8
NOT ENUF INFO	6.00	27154	9.2	9.2	100.0
	TOTAL	294080	100.0	100.0	

VALID CASES 294080 MISSING CASES 0

CHART 5A

BRITISH COLUMBIA

03-May-90 READ LMAS PERSON FILE
14:51:51 University of Victoria IBM 3090-150S OS/VS1

SPEED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
NO UNEMP	1.00	939152	38.3	38.3	38.3
OVERLAP	2.00	275149	11.2	11.2	49.5
SHORT UNEMP	3.00	475649	19.4	19.4	68.8
LONG UNEMP	4.00	130674	5.3	5.3	74.2
NO 2ND JOB	5.00	436893	17.8	17.8	91.9
NOT ENUF INFO	6.00	197762	8.1	8.1	100.0
	TOTAL	2455278	100.0	100.0	

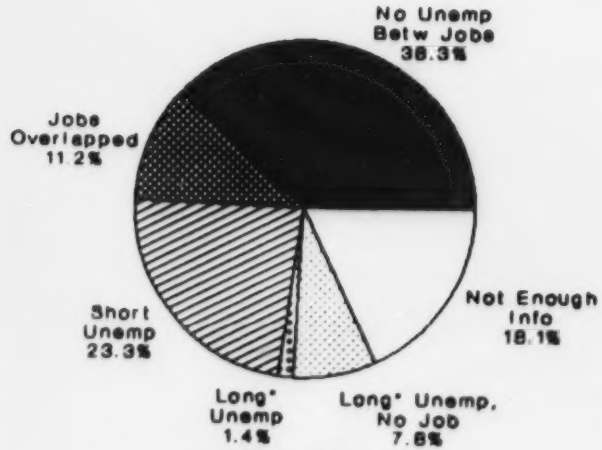
VALID CASES 2455278 MISSING CASES 0

CHART 5A

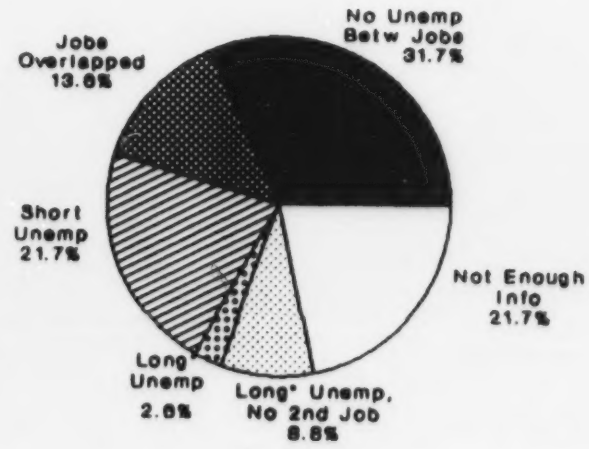
CANADA

Chart 5B

Speed of Finding Second Job



CANADA



B.C.

* Long unemployment defined as 27+ weeks

M. of Finance, Planning & Statistics Div
From LMA Survey, 1986

04-May-90 READ LMAS PERSON FILE
08:56:37 University of Victoria IBM 3090-150S OS/VS1

SPEED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
NO UNEMP	1.00	939152	38.3	38.3	38.3
OVERLAP	2.00	275149	11.2	11.2	49.5
SHORT UNEMP	3.00	572615	23.3	23.3	72.8
LONG UNEMP	4.00	33708	1.4	1.4	74.2
NO 2ND JOB	5.00	191454	7.8	7.8	81.9
NOT ENUF INFO	6.00	443201	18.1	18.1	100.0
	TOTAL	2455278	100.0	100.0	

VALID CASES 2455278 MISSING CASES 0

CHART 5B

CANADA

SPEED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
NO UNEMP	1.00	93388	31.8	31.8	31.8
OVERLAP	2.00	39921	13.6	13.6	45.3
SHORT UNEMP	3.00	63745	21.7	21.7	67.0
LONG UNEMP	4.00	7609	2.6	2.6	69.6
NO 2ND JOB	5.00	25740	8.8	8.8	78.3
NOT ENUF INFO	6.00	63676	21.7	21.7	100.0
	TOTAL	294080	100.0	100.0	

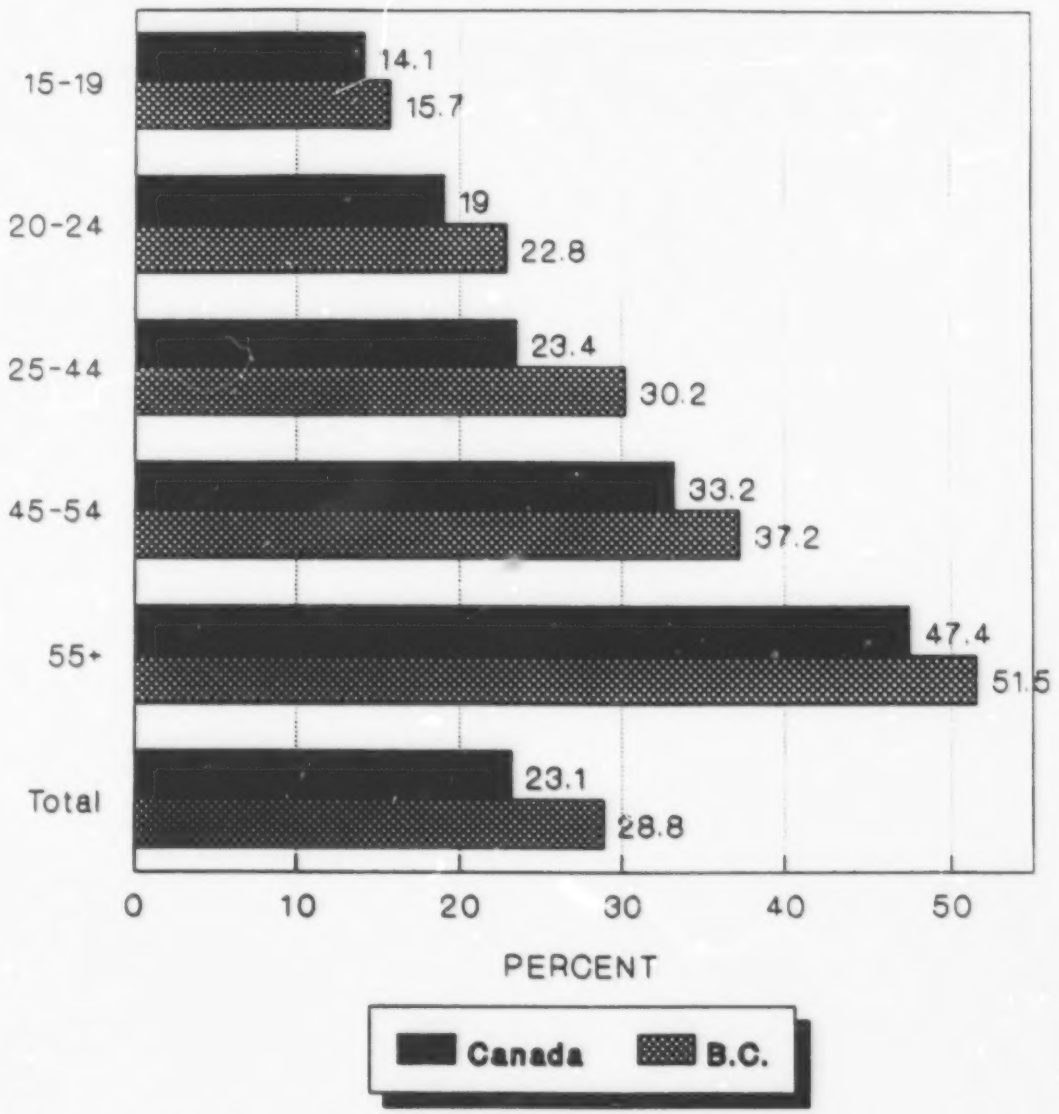
VALID CASES 294080 MISSING CASES 0

CHART 5B

BRITISH COLUMBIA

Chart 6A

% Experiencing Long* Unemployment By Age



* Long unemployment defined as 13+ weeks

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CROSSTABULATION OF AGE BY SPEED

AGE	COUNT / ROW PCT	SPEED: NO LONG EMP (1.001)	LONG EMP (2.001)	NOT ENUF INFO (6.001)	ROW TOTAL
16-19	1	20949	4131	1195	26275
		79.7	15.7	4.5	8.9
20-24	2	52206	16402	3428	72037
		72.5	22.8	4.8	24.5
25-44	3	91751	46461	15776	153987
		59.6	30.2	10.2	52.4
45-54	4	12745	9760	3744	26249
		48.6	37.2	14.3	8.9
55+	5	4528	7993	3010	15531
		29.2	51.5	19.4	5.3
	COLUMN TOTAL	182178	84747	27154	294080
		61.9	28.8	9.2	100.0

NUMBER OF MISSING OBSERVATIONS = 0

CHART 6A

BRITISH COLUMBIA

AGE CROSSTABULATION OF BY SPEED

AGE		SPEED 1 NO LONG EMP 1.00	2 LONG EMP 2.00	6 NOT ENUF INFO 6.00	ROW TOTAL
16-19	1	1176659	31325	13687	1221671
		79.7	14.1	6.2	9.0
20-24	2	1551265	1137879	38393	1727538
		75.8	19.0	5.3	29.6
25-44	3	1819668	1280875	100923	******
		68.2	23.4	8.4	48.9
45-54	4	1102973	63139	23799	1189911
		54.2	33.2	12.5	7.7
55+	5	39384	54348	20961	1114693
		34.3	47.4	18.3	4.7
COLUMN TOTAL		****** 68.8	567567 23.1	197762 8.1	****** 100.0

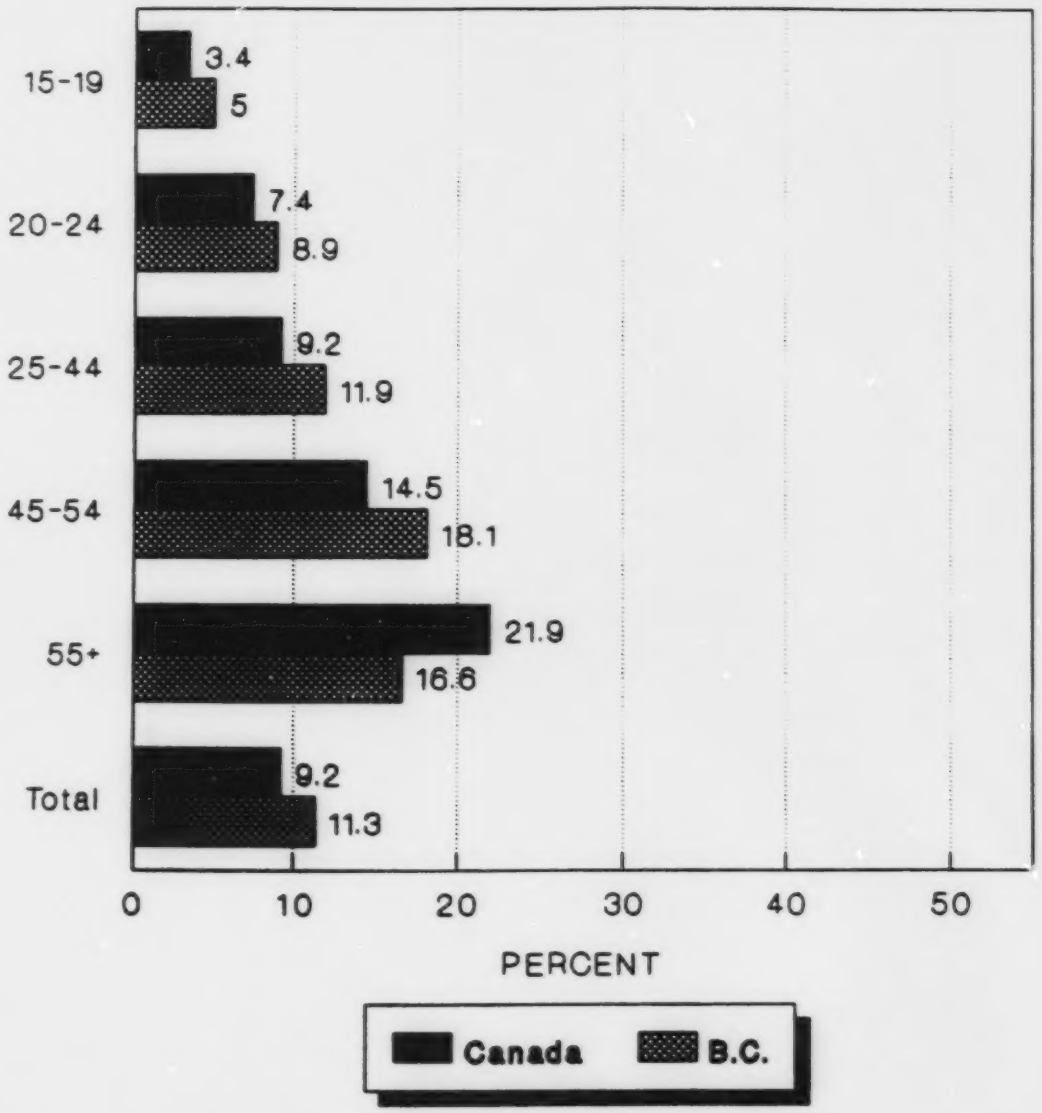
NUMBER OF MISSING OBSERVATIONS = 0

CHART 6A

CANADA

Chart 6B

% Experiencing Long* Unemployment By Age



* Long unemployment defined as 27+ weeks

M. of Finance, Planning & Statistics Div

From LMA Survey, 1988

AGE CROSSTABULATION OF BY SPEED

AGE		SPEED NO LONG EMP 1.00	LONG EMP 2.00	NOT ENUF INFO 6.00	ROW TOTAL
16-19	1	22049	1317	2909	26275
		83.9	5.0	11.1	8.9
20-24	2	54722	6445	10870	72037
		76.0	8.9	15.1	24.5
25-44	3	97634	18253	38100	153987
		63.4	11.9	24.7	52.4
45-54	4	14710	4757	6783	26249
		56.0	18.1	25.8	8.9
55+	5	7940	2577	5014	15531
		51.1	16.6	32.3	5.3
	COLUMN TOTAL	197055	33349	63676	294080
		67.0	11.3	21.7	100.0

NUMBER OF MISSING OBSERVATIONS = 0

CHART 6B

BRITISH COLUMBIA

CROSSTABULATION OF AGE BY SPEED

AGE	COUNT / ROW PCT	SPEED: NO LONG EMP (1.00)	LONG EMP (2.00)	NOT ENUF INFO (6.00)	ROW TOTAL
16-19	1	181210	7485	32976	221671
		81.7	3.4	14.9	9.0
20-24	2	580535	53936	93067	727538
		79.8	7.4	12.8	29.6
25-44	3	868278	111108	222080	******
		72.3	9.2	18.5	48.9
45-54	4	112205	27485	50221	189911
		59.1	14.5	26.4	7.7
55+	5	44688	25149	44856	114693
		39.0	21.9	39.1	4.7
	COLUMN TOTAL	******	225162	443201	******
		72.8	9.2	18.1	100.0

NUMBER OF MISSING OBSERVATIONS = 0

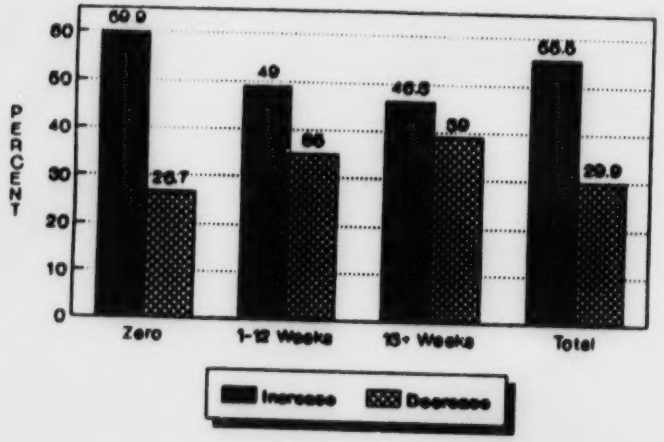
CHART 6B

CANADA

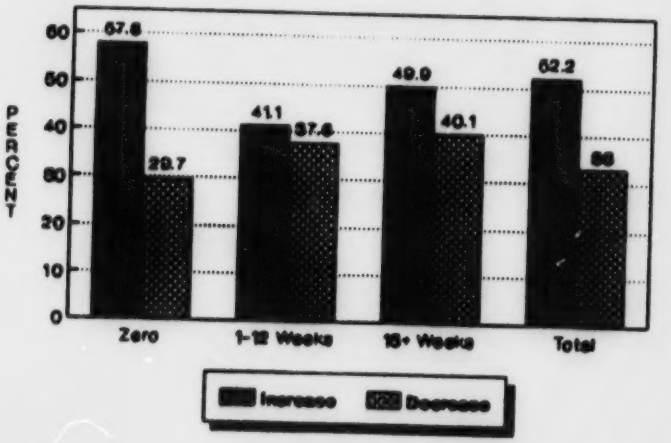
Chart 7

Impact of Job Change on Wages by Speed of Adjustment

Canada



British Columbia



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CROSSTABULATION OF SPEED BY CHANGE

SPEED	COUNT / ROW PCT	CHANGE: NO CHANGE	INCREASE .001	INCREASE 1.001	DECREASE 2.001	ROW TOTAL
1.00 ZERO	1.00	13439	62607	32203		108250
		12.4	57.8	29.7		61.1
2.00 1-12 WEEKS	2.00	10833	20796	19029		50658
		21.4	41.1	37.6		28.6
3.00 13+ WEEKS	3.00	1822	9126	7324		18272
		10.0	49.9	40.1		10.3
	COLUMN TOTAL	26094	92529	58556		177179
		14.7	52.2	33.0		100.0

NUMBER OF MISSING OBSERVATIONS = 1648

CHART 7

BRITISH COLUMBIA

SPEED — CROSSTABULATION OF — BY CHANGE

SPEED	COUNT / ROW PCT	CHANGE: NO CHANGE	INCREASE .001	INCREASE 1.001	DECREASE 2.001	ROW TOTAL
ZERO	1.00	150160	1631532	284240	******	
		14.1	59.2	26.7	64.7	
1-12 WEEKS	2.00	74754	1229705	163989	468449	
		16.0	49.0	35.0	28.4	
13+ WEEKS	3.00	16595	52193	44012	112800	
		14.7	46.3	39.0	6.8	
	COLUMN TOTAL	241510	913430	492240	******	
		14.7	55.5	29.9	100.0	

NUMBER OF MISSING OBSERVATIONS = 6097

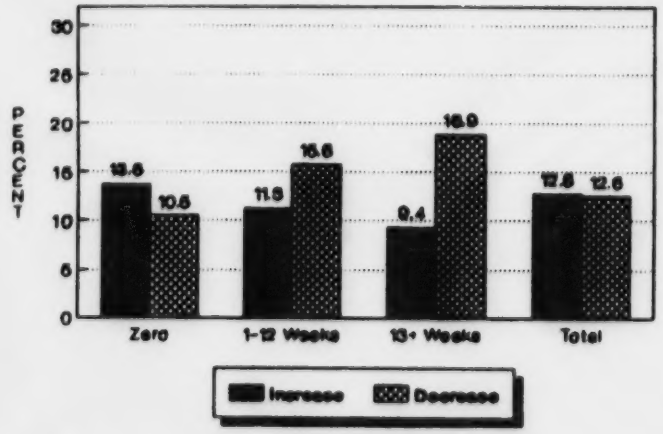
CHART 7

CANADA

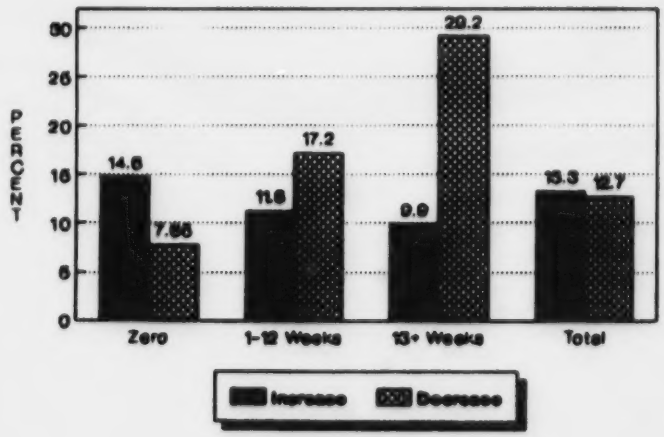
Chart 8

Impact of Job Change on Hours of Work, by Speed of Adjustment

Canada



British Columbia



Ministry of Finance
Planning & Statistics Division
From LMA Survey, 1986

CROSSTABULATION OF SPEED BY CHANGE

SPEED	CHANGE				
	COUNT / ROW PCT	NO CHANGE	INCREASE .001	DECREASE 1.001	DECREASE 2.001	ROW TOTAL
1.00 ZERO		83790	15972	8487	108250
		77.4	14.8	7.8	61.1
2.00 1-12 WEEKS		36202	5749	8707	50658
		71.5	11.3	17.2	28.6
3.00 13+ WEEKS		11130	1806	5336	18272
		60.9	9.9	29.2	10.3
	COLUMN TOTAL	131122	23527	22530	177179
		74.0	13.3	12.7	100.0

NUMBER OF MISSING OBSERVATIONS = 1648

CHART 8

BRITISH COLUMBIA

02-May-90 READ LMAS PERSON FILE
14:12:35 University of Victoria IBM 3090-150S OS/VS1

CROSSTABULATION OF SPEED BY CHANGE

CHART 8

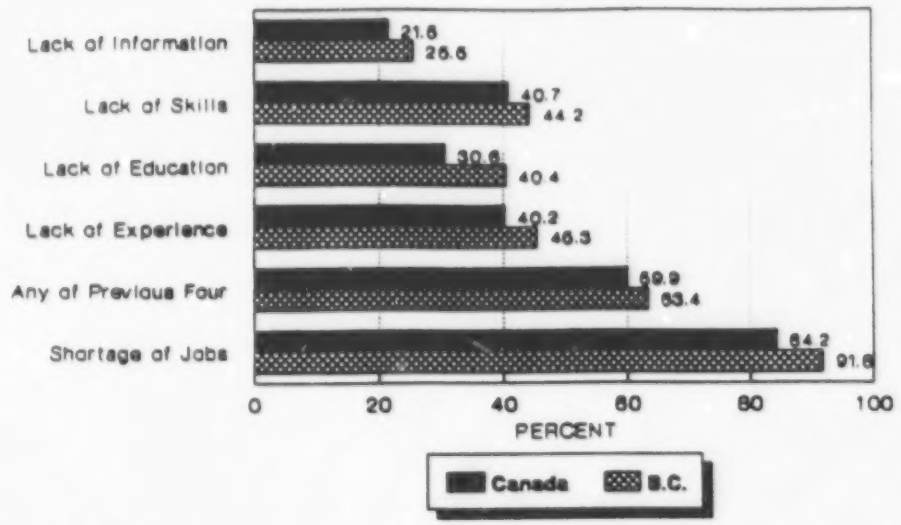
CANADA

SPEED	COUNT / ROW PCT	CHANGE: NO CHANGE	INCREASE .001	INCREASE 1.001	DECREASE 2.001	ROW TOTAL
1.00 ZERO		1806382	147623	111926	******	
		75.7	13.8	10.5	64.7	
2.00 1-12 WEEKS		1341371	52890	74187	1468449	
		72.9	11.3	15.8	28.4	
3.00 13+ WEEKS		80893	10568	21339	112800	
		71.7	9.4	18.9	6.8	
COLUMN TOTAL		****** 74.6	211081 12.8	207452 12.6	****** 100.0	

NUMBER OF MISSING OBSERVATIONS = 6097

Chart 9

Impediments to Adjustment



Ministry of Finance
Planning & Statistics Division
From LMA Survey, 1988

02-May-90 READ LMAS PERSON FILE
13:01:12 University of Victoria IBM 3090-150S OS/VS1

IMPD

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	191298	40.2	40.2	40.2
NO	2.00	284369	59.8	59.8	100.0
	TOTAL	475667	100.0	100.0	

VALID CASES 475667 MISSING CASES 0

. . . . . .

ADJUST

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	284866	59.9	59.9	59.9
NO	2.00	190801	40.1	40.1	100.0
	TOTAL	475667	100.0	100.0	

VALID CASES 475667 MISSING CASES 0

. . . . . .

IMPE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	400310	84.2	84.2	84.2
NO	2.00	75357	15.8	15.8	100.0
	TOTAL	475667	100.0	100.0	

VALID CASES 475667 MISSING CASES 0

CHART 9

CANADA
(continued)

02-May-90 READ LMAS PERSON FILE
13:01:12 University of Victoria IBM 3090-150S OS/VS1

IMPA

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	102087	21.5	21.5	21.5
NO	2.00	373579	78.5	78.5	100.0
	TOTAL	475667	100.0	100.0	

VALID CASES 475667 MISSING CASES 0

IMPB

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	193759	40.7	40.7	40.7
NO	2.00	281908	59.3	59.3	100.0
	TOTAL	475667	100.0	100.0	

VALID CASES 475667 MISSING CASES 0

IMPC

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	145695	30.6	30.6	30.6
NO	2.00	329972	69.4	69.4	100.0
	TOTAL	475667	100.0	100.0	

VALID CASES 475667 MISSING CASES 0

CHART 9

CANADA

13:01:25 READ CMAS PERSON FILE University of Victoria IBM 3090-150S OS/VS1

IMPD

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	31143	45.3	45.3	45.3
NO	2.00	37573	54.7	54.7	100.0
	TOTAL	68716	100.0	100.0	

VALID CASES 68716 MISSING CASES 0

. . . . . .

ADJUST

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	43535	63.4	63.4	63.4
NO	2.00	25180	36.6	36.6	100.0
	TOTAL	68716	100.0	100.0	

VALID CASES 68716 MISSING CASES 0

. . . . . .

IMPE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	63103	91.8	91.8	91.8
NO	2.00	5612	8.2	8.2	100.0
	TOTAL	68716	100.0	100.0	

VALID CASES 68716 MISSING CASES 0

CHART 9

BRITISH COLUMBIA
(continued)

02-May-90 READ LMAS PERSON FILE
13:01:25 University of Victoria IBM 3090-150S OS/VS1

IMPA

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	17554	25.5	25.5	25.5
NO	2.00	51162	74.5	74.5	100.0
	TOTAL	68716	100.0	100.0	

VALID CASES 68716 MISSING CASES 0

. . . . . .

IMPB

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	30402	44.2	44.2	44.2
NO	2.00	38313	55.8	55.8	100.0
	TOTAL	68716	100.0	100.0	

VALID CASES 68716 MISSING CASES 0

. . . . . .

IMPC

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1.00	27768	40.4	40.4	40.4
NO	2.00	40948	59.6	59.6	100.0
	TOTAL	68716	100.0	100.0	

VALID CASES 68716 MISSING CASES 0

CHART 9

BRITISH COLUMBIA